

HEALTH SAFETY ENVIRONMENT & QUALITY POLICY

Owner Group HR Director, ANZ

Date approved by CEO: 14 September 2023

Date approved by Legal: 12 September 2023

At Winc, we value the health and safety of all our employees, contractors, customers, the communities and the environment in which we operate. Our goal is to ensure everyone goes home safely. That is the fundamental obligation we have to every employee and it's an essential building block of Making Winc a Great Place to Work. As such we will ensure our management practices safeguard against adverse health, safety, environmental or quality (HSEQ) impacts arising from our decision, actions or behaviours.

Consistent with this, Winc is committed to:

- Operate Responsibly: We will operate our business to comply with all applicable legislation, licenses, codes of practice, industry standards and our Code of Conduct.
- Responsible HSEQ Systems: We will provide and maintain responsible HSEQ systems of work.
- Risk Management: We will undertake risk management activities to identify and effectively manage risks in our workplace.
- Employee Capability: We will develop employee capability through the provision of HSEQ information, education and training.
- Stakeholder Engagement: We will consult with our employees and other stakeholders to ensure participation in HSEQ matters.
- Clear Responsibilities: We will ensure HSEQ accountabilities and responsibilities are clearly defined and communicated throughout the organisation.
- Continuous Improvement: We will seek continual and sustainable improvement of our HSEQ performance by setting measurable objectives and targets.
- Protecting the Environment: We will continue to reduce our impact on the environment by implementing more efficient and more sustainable ways of working including the prevention of pollution.

Winc is committed to implementing this policy throughout the organisation including the development, implementation, maintenance and review of the Winc HSEQ Management System.



Peter Kelly
Chief Executive Officer
Winc Australia Pty Limited